

Indiana House Enrolled 1242

Overview

Indiana House Enrolled Act (HEA) 1242 adds veteran status to the protected categories already covered in the Indiana Civil Rights Law—race, religion, color, sex, disability, national origin, and ancestry. A veteran under the Indiana Civil Rights Law includes not only someone who served in the U.S. armed forces but also a member of the Indiana National Guard or a reserves component of the armed forces. The new law, which goes into effect on July 1, 2014, covers private employers with at least six employees as well as the state of Indiana and local governmental units. The Indiana Civil Rights Commission (ICRC) will enforce the Act and is generally empowered to order remedies for discriminatory conduct, including the payment of lost wages, salary, or commissions. However, HEA 1242 enlarged the ICRC's powers if it finds an employer failed to hire someone based on veteran status. In such a situation, the commission can order the employer to place the veteran in the position he or she was seeking.

Language for Employers

Sec. 15. of HEA 1242 requires employers to provide notice of this bill in a format accessible to applicants. Provided below is suggested language to meet this requirement.

Effective July 1, 2014, under Indiana House Enrolled Act (HEA) 1242, it is against public policy of the State of Indiana and a discriminatory practice for an employer to discriminate against a prospective employee on the basis of status as a veteran by refusing to employ an applicant on the basis that they are a veteran of the armed forces of the United States, a member of the Indiana National Guard or a member of a reserve component.